

**WFBC-FM, WORD, WROQ, WSPA-FM, WTPT, WYRD, WYRD-FM
EEO PUBLIC FILE REPORT**

August 1, 2021 - July 31, 2022

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Reporter (Greenville)	1-35	35
On Air Personality	1-31, 34-35, 37	37
Account Executive	1-31, 34-35	35
IT Specialist	3, 12, 34-35, 37	12
Account Executive - Digital/Multi-Platform Sales	1-31, 35-37	36
Account Executive - Digital/Multi-Platform Sales	1-31, 35-37	35

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Association of University Women 1310 L St. NW Suite 1000 Washington, District of Columbia 20005 Phone : 202-785-7700 Url : https://www.aauw.org Email : Aauwjobs@aauw.org Job Listing	N	0
2	Asheville Buncombe Tech 340 Victoria Rd Asheville, North Carolina 28801 Phone : 828-398-7209 Email : pbulla@abtech.edu Career Services	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Phone : 803-253-5000 Email : johnsons@benedict.edu Job Listing	N	0
5	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Email : careerdevelopment@bju.edu Job Listing	N	0
6	Camden Military Academy 520 US-1 Camden, South Carolina 29020 Phone : 800-948-6291 Email : admissions@camdenmilitary.com Job Listing	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Alyson Young	N	0
8	Clafin College 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 800-922-1276 Url : https://app.joinhandshake.com Douglas Barnes Manual Posting	N	0
9	Coastal Carolina University 100 Chanticleer Dr E Conway, South Carolina 29528 Phone : 843-349-2559 Url : https://app.joinhandshake.com Karen Arnie Manual Posting	N	0
10	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : 843-953-5692 Url : https://app.joinhandshake.com Erin O'Dea-Halford Manual Posting	N	0
11	Converse College 580 E Main St Spartanburg, South Carolina 29302 Phone : 864-596-9000 Url : https://app.joinhandshake.com Cathy Gowan Manual Posting	N	0
12	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	1

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13	ECPI College of Technology 4800 Airport Center Pkwy #100 Charlotte, North Carolina 28208 Phone : 704-751-4558 Email : careerservices@ecpi.edu Career Services	N	0
14	Erskine College 2 Washington St Due West, South Carolina 29639 Phone : 864-379-2131 Email : payne@erskine.edu Trent Payne	N	0
15	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : sandersb@gab.org Job Listings	N	0
16	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Email : angela.mercer@goodwillsp.org Angela Mercer	N	0
17	Greenville County Workforce Development 225 S Pleasantburg Dr E-1 Greenville, South Carolina 29607 Phone : 864-467-8080 Url : http://www.onetcenter.org/toolkit.html Email : employerinfo@greenvillecounty.org Employer Services	N	0
18	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : 864-388-8971 Url : https://app.joinhandshake.com/schools/567 Amanda Morgan Manual Posting	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-488-4370 Email : ileaks@limestone.edu Career Development	N	0
20	Minority Media and Telecommunications 1919 Pennsylvania Av NW Suite 725 Washington, District of Columbia 20006 Phone : 202-332-0500 Email : info@mmtconline.org Job Listing	N	0
21	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
22	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4926 Url : http://www.regent.edu Email : mackerman@regent.edu M Ackerman	N	0
23	SC Employment Security Comm. 29 E Calhoun St Sumter, South Carolina 29150 Phone : 803-737-2400 Url : https://dew.sc.gov/ Email : bparks@dew.sc.gov Job Listing	N	0
24	Southern Wesleyan University 907 Wesleyan Drive Central, South Carolina 29630 Phone : 877-644-5556 Email : yduckett@swu.edu Career Services	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Spelman College 350 Spelman Ln SW Atlanta, Georgia 30314 Phone : 404-270-5278 Url : https://app.joinhandshake.com Harold Bell Manual Posting	N	0
26	The University of North Carolina at Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6000 Url : https://app.joinhandshake.com Brenda Bullard Manual Posting	N	0
27	UNC School of Journalism CB 3365 Carroll Hall Chapel Hill, South Carolina 27514 Phone : 919-962-4518 Email : jeubank@email.unc.edu Jay Eubank	N	0
28	University of South Carolina 1322 Greene St Columbia, South Carolina 29208 Phone : 803-777-7280 Url : https://app.joinhandshake.com Latasha Saunders Manual Posting	N	0
29	Urban League of the Upstate 15 Regency Hill Dr Greenville, South Carolina 29607 Phone : 864-244-3862 Email : urbanleagueups@gmail.com Job Listing	N	0
30	Western Carolina Univeristy 150 Reid Cullowhee, North Carolina 28723 Phone : 828-227-7133 Email : careerservices@wcu.edu Career Development	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Wofford College 429 N Church St Spartanburg, South Carolina 29303 Phone : 864-597-4794 Url : https://app.joinhandshake.com Tasha Smith-Tyus Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Current Employee	N	1
33	Employee Referral	N	1
34	Indeed.com	N	6
35	Linked In	N	12
36	On Air Recruitment Ad	N	1
37	Station Website	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
3	Ongoing Event	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Manager All FT & PT Staff

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4	8/3/2021	Establishment of training programs for station personnel	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules and record keeping requirement. Importance of diversity in the workplace and adherence to our EEO policies were reinforced and managers were made aware of tools and help available to assist them in their hiring efforts.	6	Market Manager Sales Managers Brand Managers Business Administrator
5	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
6	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
7	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	EEO Coordinator
8	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisement on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager